

Indiana Department of Workforce Development

Strategic Skills Initiative

Economic Development Region 7



Mitch Daniels, Governor
June 2006

About SSI

Governor Daniels' \$23 million Strategic Skills (SSI) Initiative aims to identify and alleviate job and skill shortages. The program will be carried out in Indiana's 11 economic regions through an ongoing process of identifying future shortages, determining the cause of those shortages, and developing solutions. Ultimately SSI will create jobs and increase personal income for Hoosiers.

About Region 7

- Population (July 2005)
222,378
- Labor Force (March 2006)
107,790
- Unemployment (March 2006)
6.4%
- Per Capita Income
\$25,278 in 2004

-Source: www.hoosierdata.in.gov

Counties in Region

- Vermillion
- Vigo
- Sullivan
- Parke
- Clay
- Putnam



INDIANA
WORKFORCE
DEVELOPMENT

Economic Growth Region 7

Economic Growth Region 7 is comprised of six counties. The SSI research & identification allocation awarded in September 2005 was \$251,812. The SSI solutions allocation awarded in June 2006 for Region 7 is \$645,751. Methods used to identify shortages, root causes and develop solutions were: primary and secondary research; interviews; focus group discussions; and, an employer summit.

| Key Occupational Shortages | Projection 2005-2007 |
|------------------------------------------------|----------------------|
| Maintenance Repair Workers, General | 79 |
| First-Line Supervisors/Managers of Mechanics | 46 |
| Chemical Technicians | 40 |
| Electrical and Electronic Repairers/Commercial | 26 |
| Maintenance Workers/Machinery | 22 |

Emerging Industries / Occupations

Respiratory Therapists and Respiratory Technicians

Root Causes

- Lack of Training Capacity**
 - Shortage of qualified clinical settings means trainees have to commute outside of region for training facilities
- Employer Recruitment and Retention Practices**
 - Little interest in manufacturing careers due to perception
 - Poor relationships between educators and manufacturers
- Lack of Career Awareness**
 - Lack of awareness of biotech career paths
 - Lack of career education and skills for high-wage positions

Identified Solutions →

Identified Solutions

1.

Solution: *Workforce Investment Act Maintenance Training Program*Dollars Allotted: *\$175,420*

Solution Description:

Region 7 will offer Ivy Tech Community College's two-year maintenance technician program to the region's underemployed and dislocated populations. The training will give those involved the opportunity to secure high wage, sustainable employment.

Outcomes Proposed:

- 16 Hoosiers trained
- 6 Associates degrees earned
- 4 Maintenance technicians placed in shortage occupations

2.

Solution: *Skills One Training Solution*Dollars Allotted: *\$167,964*

Solution Description:

Skills One Training Solution through Ivy Tech Community College will serve the unemployed and underemployed. The program emphasizes skills needed to move into high skill, high wage, and high demand areas of maintenance. The program also emphasizes skills needed for chemical technicians, one of the regions primary emerging occupations. Students receive six hours college credit, WorkKeys certificates, and a Skills One certificate.

Outcomes Proposed:

- 108 Hoosiers trained
- 108 Skills One Certifications
- 72 students to obtain employment in shortage occupations

3.

Solution: *Emerging Workforce Readiness Solution*Dollars Allotted: *\$54,500*

Solution Description:

Region 7 will utilize WorkKeys to assess 5,000 junior and senior high-school students. The assessments will target specific shortage occupation profiles and career opportunities.

Outcomes Proposed:

- 5,000 students assessed
- 4,400 Gold or Blue WorkKeys Certificates

4.

Solution: *Workforce Investment Act Youth Manufacturing Program*Dollars Allotted: *\$47,667*

Solution Description:

Region 7 will engage 50 Workforce Investment Act eligible youth in a 12-month manufacturing career program. WIA youth will be provided opportunities to explore manufacturing and manufacturing maintenance as a career. Ten students will be selected for a one week intensive camp in metal fabrication/forming.

Outcomes Proposed:

- 50 Hoosier students trained
- 10 students to attend metal fabrication/forming camp
- 3 will obtain manufacturing jobs or will pursue postsecondary education leading to a manufacturing job.

Identified Solutions

5.

| | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Solution: <i>Soft Skills Solution</i> | Dollars Allotted: <i>\$200,200</i> |
| Solution Description: Region 7 will work with Ivy Tech Community College and Indiana State University to provide a basic skills training program for incumbent workers. Participants learn skills in communication, team building, stress management, conflict resolution, understanding, appreciation of differences, and leadership skills. | Outcomes Proposed: <ul style="list-style-type: none">• 100 Hoosiers trained• 75 completing solution• 15 workers to be placed in higher level positions |

Solution Totals

| |
|--------------------------------------|
| <i>\$614,079</i> |
| <i>274 Hoosiers trained</i> |
| <i>90 in shortage occupations</i> |
| <i>4,400 WorkKeys certifications</i> |
| <i>108 Skills One certifications</i> |
| <i>10 degrees earned</i> |